

Robert Finley

File 347:JAPIO Dec 1976-2006/Dec(Updated 070403)  
(c) 2007 JPO & JAPIO  
File 348:EUROPEAN PATENTS 1978-2007/ 200722  
(c) 2007 European Patent Office  
File 349:PCT FULLTEXT 1979-2007/UB=20070531UT=20070525  
(c) 2007 WIPO/Thomson  
File 350:Derwent WPIX 1963-2007/UD=200735  
(c) 2007 The Thomson Corporation

Set	Items	Description
S1	14	AU=CALDERARO M?
S2	14	AU=LEPORE L?
S3	12	AU=ORDWAY W?
S4	43	AU=VICKERS P?
S5	50	S1 OR S2 OR S3 OR S4
S6	5	S5 AND (LAYOFF? ? OR (LAY OR LAYING OR LAID)() (OFF OR OFFS) OR DOWNSIZE??? OR DOWN()(SIZE? ? OR SIZING? ?) OR SURPLUS?? - OR REDUCTION? ?(2N)FORCE)(4N)(EMPLOYEE? ? OR WORKER? ? OR PER- SONNEL)
S7	5	S6 AND IC=(G06F OR G06Q)

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7/3,K/1 (Item 1 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
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0013567882 - Drawing available

WPI ACC NO: 2003-662208/200362

XRPX ACC No: N2003-528472

Resource reduction action tracking method, involves receiving surplus reduction action and digital signature from employee related to non-compete agreement, and storing action and signature in non-volatile storage area

Patent Assignee: INT BUSINESS MACHINES CORP (IBMC)

Inventor: CALDERARO M J ; LEPORE L P ; ORDWAY W D ; VICKERS P E

Patent Family (1 patents, 1 countries)

Patent Application

Number	Kind	Date	Number	Kind	Date	Update
US 20030130956	A1	20030710	US 200242414	A	20020108	200362 B

Priority Applications (no., kind, date): US 200242414 A 20020108

#### Patent Details

Number	Kind	Lan	Pg	Dwg	Filing	Notes
US 20030130956	A1	EN	66	40		

Inventor: CALDERARO M J ...

... LEPORE L P ...

... ORDWAY W D ...

... VICKERS P E

Alerting Abstract ...NOVELTY - The method involves receiving a surplus reduction action from an employee and sending a non-compete agreement to the employee. A digital signature is received from...

...ADVANTAGE - The method is capable of enabling the managers to identify surplus employees who have the knowledge of the organizations trade secrets and confidential information, thereby is capable of retaining high skilled employees...

#### Class Codes

International Classification (Main): G06F-017/60

#### Original Publication Data by Authority

Inventor name & address:

Calderaro, Michael Joseph ...

... Lepore, Lynn P ...

... Ordway, William Daniel JR ...

... Vickers, Patricia E

#### Original Abstracts:

...as a digital signature, of the decision maker that performed the action. Affected (i.e., surplus) employees are notified that they have been selected as surplus. Affected employees acknowledge such identification as well as any confidentiality and non-compete obligations. Affected employees electronically sign non-compete agreements

...compete obligations. Electronic keys, such as user IDs and passwords, may also be sent to employees that acknowledge surplus actions and non-compete obligations. These electronic keys enable the affected employees to access materials, such as job databases...

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7/3,K/2 (Item 2 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
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0013567876 - Drawing available

WPI ACC NO: 2003-662202/200362

XRPX ACC No: N2003-528466

Financial impact analyzing method for business organizations, involves retrieving compensation amount corresponding to identified employee data record, and calculating total savings amount by summing retrieved amounts

Patent Assignee: INT BUSINESS MACHINES CORP (IBMC)

Inventor: CALDERARO M J ; LEPORE L P ; ORDWAY W D ; VICKERS P E

Patent Family (1 patents, 1 countries)

Patent Application

Number	Kind	Date	Number	Kind	Date	Update
US 20030130922	A1	20030710	US 200242439	A	20020108	200362 B

Priority Applications (no., kind, date): US 200242439 A 20020108

#### Patent Details

Number	Kind	Lan	Pg	Dwg	Filing	Notes
US 20030130922	A1	EN	67	40		

Inventor: CALDERARO M J ...

... LEPORE L P ...

... ORDWAY W D ...

... VICKERS P E

...NOVELTY - The method involves identifying a set of surplus employee data (105) records. A compensation amount corresponding to each identified surplus employee data record is retrieved. A total savings amount is calculated by summing the retrieved compensation...

#### Class Codes

International Classification (Main): G06F-017/60

#### Original Publication Data by Authority

Inventor name & address:

Calderaro, Michael Joseph ...

... Lepore, Lynn P ...

... Ordway, William Daniel JR ...

... Vickers, Patricia E

#### Original Abstracts:

...paying severance payments to employees. When estimating compensation savings and severance costs, the percentage of surplus employees in various skill groups are multiplied by average employment data to estimate the total savings amount and total severance costs. Management evaluates the employees in the affected skill group areas to determine which individual employees are surplus employees and should be removed. Actual financial impact data is calculated after the surplus employees have been identified. Employment data records corresponding to the surplus employees are used to calculate the total compensation savings and the total severance cost.

#### Claims:

...a financial impact of a resource reduction action, said method comprising: identifying a plurality of surplus employee data records; retrieving a compensation amount corresponding to each identified surplus employee data record; and calculating a total savings amount by summing the retrieved compensation amounts.

7/3,K/3 (Item 3 from file: 350)  
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0013567872 - Drawing available

WPI ACC NO: 2003-662198/200362

XRPX ACC No: N2003-528462

Employee resources reduction method for business organizations, involves creating evaluation template for identified skill group, and storing evaluation template in data store

Patent Assignee: INT BUSINESS MACHINES CORP (IBMC)

Inventor: CALDERARO M J ; LEPORE L P ; ORDWAY W D ; VICKERS P E

Patent Family (1 patents, 1 countries)

Patent Number	Kind	Date	Application Number	Kind	Date	Update
US 20030130886	A1	20030710	US 200242461	A	20020108	200362 B

Priority Applications (no., kind, date): US 200242461 A 20020108

#### Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
US 20030130886	A1	EN	66	40	

Inventor: CALDERARO M J ...

... LEPORE L P ...

... ORDWAY W D ...

... VICKERS P E

Alerting Abstract ...template includes one or more review factors and is stored in a data store. An employee is selected for surplus evaluation and the evaluation is stored in another data store....ADVANTAGE - The method builds sets of review factors for skill groups and levels that have surplus employees within the organization and performs automated resource reduction .

#### Class Codes

International Classification (Main): G06F-017/60

#### Original Publication Data by Authority

Inventor name & address:

Calderaro, Michael Joseph ...

... Lepore, Lynn P ...

... Ordway, William Daniel JR ...

... Vickers, Patricia E

#### Original Abstracts:

...resource reduction by identifying skill groups, such as "programmers," "engineers," and "business planner," that have surplus numbers of employees . For each of the identified skill groups, one or more evaluation templates is created. Evaluation templates may also be...

#### Claims:

...is: <b>1</b>. A method of reducing employee resources through a planned resource reduction, said method comprising : identifying a surplus skill group; creating at least one evaluation template for the identified skill group, wherein each...

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7/3,K/4 (Item 4 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
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0013567871 - Drawing available  
WPI ACC NO: 2003-662197/200362  
XRPX ACC No: N2003-528461

Human resource reduction decisions reviewing method for business organizations, involves comparing records based upon corresponding evaluations and identifying one or more surplus employees based on comparisons

Patent Assignee: INT BUSINESS MACHINES CORP (IBMC)  
Inventor: CALDERARO M J ; LEPORE L P ; ORDWAY W D ; VICKERS P E  
Patent Family (1 patents, 1 countries)

Patent Number	Kind	Date	Application Number	Kind	Date	Update
US 20030130885	A1	20030710	US 200242416	A	20020108	200362 B

Priority Applications (no., kind, date): US 200242416 A 20020108

#### Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
US 20030130885	A1	EN	66	40	

...for business organizations, involves comparing records based upon corresponding evaluations and identifying one or more surplus employees based on comparisons

Inventor: CALDERARO M J ...

... LEPORE L P ...

... ORDWAY W D ...

... VICKERS P E

...evaluation. The retrieved data records are compared based on the corresponding evaluations. One or more surplus employees are identified based on the comparisons.

#### Class Codes

International Classification (Main): G06F-017/60

#### Original Publication Data by Authority

Inventor name & address:

Calderaro, Michael Joseph ...

... Lepore, Lynn P ...

... Ordway, William Daniel JR ...

... Vickers, Patricia E

#### Original Abstracts:

Surplus identifications employees is reviewed by various members of an organization using a system that stores and tracks individual employees' data, including...

...managers' evaluations. Management compares the employee evaluations with one another to determine which of the employees should be selected as surplus employees. Employees within the same skill code and level are compared with one another. Automatic comparing of employees sorts the data records by the employees' respective evaluations and then selects a certain percentage of employees with low evaluations for surplus recommendations. Employees within the recommended surplus list are analyzed by personnel and legal to ensure that both corporate surplus guidelines and laws are followed.

**Claims:**

...comparing the retrieved data records based upon the corresponding evaluations; and identifying one or more surplus employees based upon the comparisons.

7/3,K/5 (Item 5 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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0013567868 - Drawing available

WPI ACC NO: 2003-662194/200362

XRPX ACC No: N2003-528458

Human resources analyzing method for business organizations, involves selecting employee data records corresponding to identified skill group and choosing surplus group from selected records based on analysis

Patent Assignee: INT BUSINESS MACHINES CORP (IBMC)

Inventor: CALDERARO M J ; LEPORE L P ; ORDWAY W D ; VICKERS P E

Patent Family (1 patents, 1 countries)

Patent Application

Number	Kind	Date	Number	Kind	Date	Update
US 20030130881	A1	20030710	US 200242415	A	20020108	200362 B

Priority Applications (no., kind, date): US 200242415 A 20020108

**Patent Details**

Number	Kind	Lan	Pg	Dwg	Filing Notes
US 20030130881	A1	EN	66	40	

Inventor: CALDERARO M J ...

... LEPORE L P ...

... ORDWAY W D ...

... VICKERS P E

...group is selected. The evaluations corresponding to the selected employee data records are analyzed. A surplus group of employee data records is chosen from the selected records based on the analysis.

**Class Codes**

International Classification (Main): G06F-017/60

**Original Publication Data by Authority**

Inventor name & address:

Calderaro, Michael Joseph ...

... Lepore, Lynn P ...

... Ordway, William Daniel JR ...

... Vickers, Patricia E

**Original Abstracts:**

A system and method that analyzes employee data and assists management with surplus determinations is used for automated resource reduction analysis. Areas within the organization are identified that...

...and level. The desired reduction percentage is then applied to the sorted records to identify surplus employees. These identified surplus employees are then reviewed using organizational surplus guidelines and applicable laws.

**Claims:**

...method comprising: identifying a skill group that includes surplus human resources; selecting one or more employees data records corresponding to the identified skill group; analyzing evaluations

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corresponding to the selected employee data records; and choosing a surplus group of employee data records from the selected employee data records based on the analysis.

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File 2:INSPEC 1898-2007/May W4  
(c) 2007 Institution of Electrical Engineers  
File 9:Business & Industry(R) Jul/1994-2007/Jun 01  
(c) 2007 The Gale Group  
File 15:ABI/Inform(R) 1971-2007/Jun 06  
(c) 2007 ProQuest Info&Learning  
File 476:Financial Times Fulltext 1982-2007/Jun 06  
(c) 2007 Financial Times Ltd  
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(c) 2007 McGraw-Hill Co. Inc  
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(c) 2007 San Jose Mercury News  
File 810:Business Wire 1986-1999/Feb 28  
(c) 1999 Business Wire  
File 813:PR Newswire 1987-1999/Apr 30  
(c) 1999 PR Newswire Association Inc  
File 16:Gale Group PROMT(R) 1990-2007/Jun 01  
(c) 2007 The Gale Group  
File 148:Gale Group Trade & Industry DB 1976-2007/Jun 01  
(c) 2007 The Gale Group  
File 160:Gale Group PROMT(R) 1972-1989  
(c) 1999 The Gale Group  
File 275:Gale Group Computer DB(TM) 1983-2007/Jun 01  
(c) 2007 The Gale Group  
File 621:Gale Group New Prod.Annou.(R) 1985-2007/Jun 04  
(c) 2007 The Gale Group  
File 636:Gale Group Newsletter DB(TM) 1987-2007/Jun 01  
(c) 2007 The Gale Group  
File 20:Dialog Global Reporter 1997-2007/Jun 06  
(c) 2007 Dialog  
File 35:Dissertation Abs Online 1861-2007/May  
(c) 2007 ProQuest Info&Learning  
File 65:Inside Conferences 1993-2007/Jun 06  
(c) 2007 BLDSC all rts. reserv.  
File 99:Wilson Appl. Sci & Tech Abs 1983-2007/May  
(c) 2007 The HW Wilson Co.  
File 256:TecInfoSource 82-2007/Oct  
(c) 2007 Info.Sources Inc  
File 474:New York Times Abs 1969-2007/Jun 06  
(c) 2007 The New York Times  
File 475:Wall Street Journal Abs 1973-2007/Jun 06  
(c) 2007 The New York Times  
File 583:Gale Group Globalbase(TM) 1986-2002/Dec 13  
(c) 2002 The Gale Group

Set	Items	Description
S1	8	AU=(CALDERARO, M? OR CALDERARO M? OR CALDERARO(2N)M?) OR B-Y=CALDERARO(2N)M?
S2	24	AU=(LEPORE, L? OR LEPORE L? OR LEPORE(2N)L?) OR BY=LEPORE(-2N)L?
S3	0	AU=(ORDWAY, W? OR ORDWAY W? OR ORDWAY(2N)W?) OR BY=ORDWAY(-2N)W?
S4	72	AU=(VICKERS, P? OR VICKERS P? OR VICKERS(2N)P?) OR BY=VICKERS(2N)P?
S5	104	S1 OR S2 OR S4
S6	0	S5 AND (LAYOFF? ? OR (LAY OR LAYING OR LAID)())(OFF OR OFFS) OR DOWNSIZE??? OR DOWN() (SIZE? ? OR SIZING? ?) OR SURPLUS?? - OR REDUCTION? ?(LN)FORCE)(4N)(EMPLOYEE? ? OR WORKER? ? OR PERSONNEL)



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File 9:Business & Industry(R) Jul/1994-2007/Jun 01  
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 (c) 2007 PR Newswire Association Inc  
 File 624:McGraw-Hill Publications 1985-2007/Jun 06  
 (c) 2007 McGraw-Hill Co. Inc  
 File 634:San Jose Mercury Jun 1985-2007/Jun 05  
 (c) 2007 San Jose Mercury News  
 File 810:Business Wire 1986-1999/Feb 28  
 (c) 1999 Business Wire  
 File 813:PR Newswire 1987-1999/Apr 30  
 (c) 1999 PR Newswire Association Inc

Set	Items	Description
S1	636255	LAYOFF OR LAYOFFS OR LAIDOFF OR (LAY OR LAYING OR LAID)()(-OFF OR OFFS) OR DOWNSIZE??? OR DOWN()(SIZE? ? OR SIZING? ?) OR SURPLUS?? OR RIF OR REDUCTION? ?(2N)FORCE OR FURLOUGH OR PAR-E()DOWN OR TERMINATE? ? OR TERMINATION? ? OR REDUNDAN??
S2	4647526	EMPLOYEE? ? OR EMPLOY OR WORKER? ? OR PERSONNEL OR LABORER? ? LABOURER? ? OR STAFF OR STAFFER? ? OR STAFFING OR CONTRACT-OR? ? OR WORKM?N OR PROFESSIONAL? ? OR TECHNICIAN? ?
S3	4123143	TRACK??? OR MONITOR??? OR CAPTUR??? OR LOG OR LOGS OR LOGG-ING OR RECORD??? OR DOCUMENT???
S4	4494004	CHOICE? ? OR CHOSE? ? CHOOS??? OR SELECT??? OR SPECIFY??? -OR SPECIFIE? ? OR DESIGNAT??? OR DISTINGUISH??? OR IDENTIFY??? OR IDENTIFIE? ? OR ID OR IDENTIFICATION OR RECOGNI?
S5	5466514	INTERACTION? ? OR TRANSACTION? ? OR EXCHANG??? OR OCCURREN-CE? ? OR EVENT? ? OR ACTIVIT???
S6	3861974	CONTRACT OR CONTRACTED OR CONTRACTS OR AGREEMENT OR AGREEM-ENTS OR AGREEING OR OBLIGATION OR OBLIGATIONS OR OBLIGATORY
S7	315526	(NON OR .NOT. OR .NO.)(2N)(COMPET??? OR COMPETITI?? OR CON-FLICT??? OR DISCLOS??? OR DIVULG???) OR CONFIDENTIAL??? OR CO-NFIDENTIALITY OR SECRET OR SECRECY
S8	22658	(DIGITAL OR DIGITALLY)()(SIGN OR SIGNED OR SIGNATURE? ? OR CERTIFICAT? OR IDS OR ID OR IDENTITY)
S9	67069	S1(3N)S2
S10	115148	S3(S)S4(S)S5
S11	835	S9 AND S10
S12	35436	S6(S)S7
S13	1868	S6(S)S8
S14	93	S12(S)S13
S15	0	S11 AND S14
S16	0	S9 AND S14
S17	0	S9 AND (S6(S)S7(S)S8)
S18	95	S9(S)(S12 OR S13)
S19	23	S18(2S)S4
S20	13	S19 NOT PY>2002

20/3,K/1 (Item 1 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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02393465 140948261  
Pitfalls to avoid when starting a biotechnology company in the USA  
Kapner, Virginia; Chory, John  
Journal of Commercial Biotechnology v8n4 PP: 281-288 Spring 2002  
ISSN: 1462-8732 JRNL CODE: JOCB  
WORD COUNT: 4711

...TEXT: competition covenant restricts the ability of an employee to work for a competitor for a **specified** period of time. A confidentiality covenant restricts an employee from disclosing or improperly using the...

...state that the employment relationship is 'at will' and that either the employer or the **employee** can **terminate** the employment relationship with or without cause or notice. It should provide notice to the employee of **confidentiality** and assignment of inventions **agreements**, as well as any non-solicitation and **non - competition agreements**, that must be signed as a condition of employment. The employee will also be required...

...the prospective employee that his or her employment by the company will not violate any **agreements** that the prospective employee may have with a former employer or other party. An offer...

...company for the price paid upon termination of employment. This repurchase right lapses at a **specified** rate over a period of time (such as 25 per cent per year over four...

...to the person receiving the award until the restrictions lapse. At that time the income **recognised** is the fair market value of the stock when the restrictions lapse less the price paid. However, a person can elect to **recognise** the income currently as though the restrictions do not exist by filing an election with...

20/3,K/2 (Item 2 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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02153885 71509244  
The new rules of termination  
Anonymous  
HR Focus v78n5 PP: 1, 11+ May 2001  
ISSN: 1059-6038 JRNL CODE: PER  
WORD COUNT: 1437

...TEXT: protect company property is an ongoing duty. Dubinsky also recommends that companies be careful about **identifying** and marketing information that is confidential and proprietary.

Remind departing **employees** (whether **terminated** or not) of their ongoing **obligation** to protect such information. In return, reassure them that you will reveal no **confidential** information about them without their express written permission.

Although nondisclosure agreements to protect company trade...

...the nondisparagement agreement (NDA), is stirring a lot of controversy. The idea is to prevent **laid - off workers** from badmouthing their former employers, since negative publicity can disturb investors and hurt stock values...

20/3,K/3 (Item 3 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)  
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02089780 63594665

**The legal ramifications of performance appraisal: The growing significance**  
Martin, David C; Bartol, Kathryn M; Kehoe, Patrick E  
Public Personnel Management v29n3 PP: 379-406 Fall 2000  
ISSN: 0091-0260 JRNL CODE: PPM  
WORD COUNT: 13511

...TEXT: s condition. The appeals court affirmed the decision of the district court finding for NABER.

#### **Recognizing Performance Deterioration**

Discharges which relate to declining performance are more difficult to defend, frequently requiring...

...of the company, however, to give at least two weeks' notice of its intention to terminate an employee's employment under normal circumstances. And, that an employee will likewise have the right to...

20/3,K/4 (Item 4 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)  
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02063780 58484122

**A how-to guide for employee terminations**  
Jacobs, Jerald A; Kearns, Christine J  
Association Management v52n8 PP: 24-26 Aug 2000  
ISSN: 0004-5578 JRNL CODE: AMG  
WORD COUNT: 1020

...TEXT: payment; or whether the employee will be escorted from the premises immediately. Plan for the termination of the employee's computer and security access, and, at the meeting, request the return of all association property. If the employee is bound by confidentiality or a non-competition agreement, remind him or her of these obligations

Most importantly, treat the employee with dignity. Even if your decision is amply justified, an...

...obligations-and risks-- do not end with the termination. The United States Supreme Court has recognized that anti-retaliation laws also protect former employees. Employers, therefore, must take care to comply...

20/3,K/5 (Item 5 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)  
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01806239 04-57230

**State labor legislation enacted in 1998**  
Nelson, Richard R  
Monthly Labor Review v122n1 PP: 3-15 Jan 1999  
ISSN: 0098-1818 JRNL CODE: MLR  
WORD COUNT: 11783

...TEXT: law requires that specific labeling and chain of custody procedures be followed, and that strict confidentiality be maintained in regards to testing and test results. Employers must provide a list of...

...for disciplinary action based on known false positive test results or

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for a violation of **confidentiality** by an employer who discloses a false positive test result to unauthorized persons. Kansas whistleblowers...

...and reasonable attorney fees and witness fees. Disclosure of any information or communication that is **confidential** or privileged under law is not authorized under this act. Kentucky wages. The State minimum...

...permitted a 50 percent credit toward the minimum wage). The law regulating the awarding of public **contracts** by the State, including those subject to the prevailing wage law, was amended to add...

...previous 5 years, or failure to comply with the law for the duration of the **contract** will be grounds for cancellation of the **contract** and disqualification from eligibility for future State **contracts** for 2 years.

The labor commissioner was authorized to enter into reciprocal agreements with other...

...if the allegations did not lead to formal charges. Louisiana wages. April 3, 1998, was designated as National Pay Inequality Awareness Day. It marks the day that a woman's pay...250 per violation for any contractor who knowingly and willfully violates the law. Another change specifies that the ad hoc advisory board that advises the director on wage rate issues consist...

20/3,K/6 (Item 6 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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01787531 04-38522  
Free competition or corporate theft?: The need for courts to consider the employment relationship in preliminary steps disputes  
Fielding, Scott W  
Vanderbilt Law Review v52n1 PP: 201-233 Jan 1999  
ISSN: 0042-2533 JRNL CODE: AVL R  
WORD COUNT: 14750

...TEXT: corporation. More importantly, however, a contractual vision of loyalty allows the courts to vary the **obligation** based on employee status. Holding a high-level officer with high compensation and access to significant **confidential** information to a duty of utmost loyalty is very different from holding a typical employee...

...ante contractual viewpoint allows the court the flexibility to make these distinctions.

B. Courts Should Distinguish Between At-Will and Fixed-Term Employees

The reasonable expectations of an employee or employer...

20/3,K/7 (Item 7 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00956827 96-06220  
Pensions and Corporate Restructuring in American Industry: A Crisis of Regulation  
Ostas, Daniel T  
Journal of Economic Issues v28n4 PP: 1292-1294 Dec 1994  
ISSN: 0021-3624 JRNL CODE: JEI  
WORD COUNT: 924

...TEXT: systematically underfunded the pensions, and then sought to evade

its responsibility to fulfill its contractual obligations. The first employer, Continental Can, set up a computer system that identified workers whose pension rights were about to vest, then fired these employees. The layoff scheme was kept secret both from the union and from line managers, and the corporation falsified court documents to...

...years later, the sham corporation filed for bankruptcy protection in order to transfer underfunded pension obligations to the PBGC. International Harvester claimed that the transfer shielded it from legal liability. In...

...filed bankruptcy under Chapter 11. LTV sought to emerge from reorganization after transferring its pension obligations to the federal government. Arguably these three cases reflect just the sort of subterfuge that...

...by Reagan administration rhetoric and fortified with business school training in the theory of rational choice, corporate executives may simply see regulations as a cost of doing business or a constraint...

20/3,K/8 (Item 8 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00682733 93-31954  
**Labor-management bargaining in 1992**  
Cimini, Michael H; Behrmann, Susan L; Johnson, Eric M  
Monthly Labor Review v116n1 PP: 19-34 Jan 1993  
ISSN: 0098-1818 JRNL CODE: MLR  
WORD COUNT: 11804

...TEXT: deal with subcontracting issues, and arrangements to return contract work to surplus craft employees. The contract also provided for improved health care, family care plans, and pension benefits, and called for committees to study (1) ways to eliminate secret monitoring, (2) sales quota issues, (3) health care cost containment, and (4) technological change issues...

...because of early retirements; and a guarantee of employer neutrality in organizing attempts and union recognition based on majority card check. (See Monthly Labor Review, November 1992, pp. 49-50, for...

20/3,K/9 (Item 9 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00655875 93-05096  
**Computerized Patient Records - CPR and the Law: Plan Now**  
Brown, Lowell C.; Paine, Shirley J.  
Health Systems Review v25n6 PP: 28-30 Nov/Dec 1992  
ISSN: 0891-0200 JRNL CODE: FAH  
WORD COUNT: 2322

...TEXT: passwords, frequently changed, to protect sensitive data,(8) or the use of unique voiceprints to identify users.(9) Audit trails also should automatically monitor individuals who have accessed the computer system...

...terminate the access automatically. Providers' personnel, medical staff and contracting policies should be reviewed for confidentiality issues arising from termination of employment or staff membership, as well as use by independent contractors, such as contract physicians or personnel provided by nurse registries. At a minimum, all these individuals should be

...

20/3,K/10 (Item 10 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00642799 92-57739  
**Recognizing the Risks of Employee Reductions**  
Freimuth, Kenneth C.  
Security Management v36n10 PP: 77-78 Oct 1992  
ISSN: 0145-9406 JRNL CODE: SEM  
WORD COUNT: 1521

...ABSTRACT: Some of the security concerns related to a reduction in force (RIF) are: 1. Maintaining **confidentiality** of listings and reasons for **selection** may be a problem. 2. There is a possibility of vandalism and violence. 3. Theft...

...that eventuality. Business unit termination procedures should include: 1. recovery of company property assigned to **employees**, 2. **termination** of access to entry control equipment and computers, and 3. signing of patent **secrecy** and proprietary information **agreements**.

20/3,K/11 (Item 11 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00535057 91-09401  
**A Case for Individual Employment Contracts**  
Surkin, Ronald H.  
Manage v42n3 PP: 11-13 Feb 1991  
ISSN: 0025-1623 JRNL CODE: MAN

...ABSTRACT: and potential upheaval. Employers of the 1990s may want to consider using an individual employment **contract** to address issues that might arise when an employee leaves. The individual employment **contract** can be a way for the employer to define and limit potential liability to important employees. It can also define and make it easier to enforce the employee's **obligations** to the employer. Employers should **identify** the precise goals to be achieved by the employment **contract**. Consideration should be given to: 1. the term of employment, 2. the employee's initial ...

...4. the right to creative work done by the employee during employment, 5. **proprietary** and **confidential** information, 6. the protection of customer and **employee** relationships, 7. **termination**, and 8. dispute resolution. Each **contract** should be individually drawn to accomplish the goals that the employer has **identified**.

20/3,K/12 (Item 12 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00175116 82-16677  
**Non-Compete Agreements**  
Anonymous  
Small Business Report v7n6 PP: 21-22 Jun 1982  
JRNL CODE: SBR

ABSTRACT: An employment **contract** is a binding **agreement** between an employee and an employer which generally tries to cover all areas that might present misunderstandings if not put in writing. A company might

Robert Finley

want to include a non - compete agreement in its employment contract to prevent key executives from entering into direct competition with the company within a specified geographic area or within a specified time after terminating employment. Courts in most states will uphold non - compete agreements as long as they are reasonable and unambiguous. In addition, companies must be careful not to change working conditions once agreements are signed, and they must give some consideration to the employee, especially a current employee. However, because court cases generally favor the employee in non - compete cases, many companies are now turning to: 1. activity agreements, which protect an employer's relations with specific suppliers and customers, and 2. termination agreements, which specify a payment to an employee upon termination.

20/3,k/13 (Item 13 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00136564 81-06355

Restrictive Covenants: What the CPA Should Know

Pomeroy, Harlan

Journal of Accountancy v151n2 PP: 61-68 Feb 1981

ISSN: 0021-8448 JRNL CODE: JAC

ABSTRACT: A restrictive covenant is a contract preventing a former partner, employee, or seller of a practice from engaging in professional activities competing with those of the employer, after termination of the employer- employee relationship. Covenants may be verbal or written and usually cover a set period of time...

...be related to the employee's role and importance, and should consider:  
1. disclosure of confidential information, 2. geographical limitations, and 3. identification of the employer's clients. The preparer should be aware of the policies of the...

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File 16:Gale Group PROMT(R) 1990-2007/Jun 04  
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 File 148:Gale Group Trade & Industry DB 1976-2007/Jun 04  
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 File 160:Gale Group PROMT(R) 1972-1989  
 (c) 1999 The Gale Group  
 File 275:Gale Group Computer DB(TM) 1983-2007/Jun 01  
 (c) 2007 The Gale Group  
 File 621:Gale Group New Prod.Annou.(R) 1985-2007/Jun 04  
 (c) 2007 The Gale Group  
 File 636:Gale Group Newsletter DB(TM) 1987-2007/Jun 01  
 (c) 2007 The Gale Group

Set	Items	Description
S1	1161244	LAYOFF OR LAYOFFS OR LAIDOFF OR (LAY OR LAYING OR LAID)()(-OFF OR OFFS) OR DOWNSIZE??? OR DOWN()(SIZE? ? OR SIZING? ?) OR SURPLUS?? OR RIF OR REDUCTION? ?(2N)FORCE OR FURLOUGH OR PAR-E()DOWN OR TERMINATE? ? OR TERMINATION? ? OR REDUNDAN??
S2	9616315	EMPLOYEE? ? OR EMPLOY OR WORKER? ? OR PERSONNEL OR LABORER? ? LABOURER? ? OR STAFF OR STAFFER? ? OR STAFFING OR CONTRACT-OR? ? OR WORKM?N OR PROFESSIONAL? ? OR TECHNICIAN? ?
S3	8405621	TRACK??? OR MONITOR??? OR CAPTUR??? OR LOG OR LOGS OR LOGG-ING OR RECORD??? OR DOCUMENT???
S4	9455496	CHOICE? ? OR CHOSE? ? CHOOS??? OR SELECT??? OR SPECIFY??? -OR SPECIFIE? ? OR DESIGNAT??? OR DISTINGUISH??? OR IDENTIFY??? OR IDENTIFIE? ? OR ID OR IDENTIFICATION OR RECOGNI?
S5	11212906	INTERACTION? ? OR TRANSACTION? ? OR EXCHANG??? OR OCCURREN-CE? ? OR EVENT? ? OR ACTIVIT???
S6	8287250	CONTRACT OR CONTRACTED OR CONTRACTS OR AGREEMENT OR AGREEM-ENTS OR AGREEING OR OBLIGATION OR OBLIGATIONS OR OBLIGATORY
S7	1079888	(NON OR "NOT" OR "NO")(2N)(COMPET??? OR COMPETITI?? OR CON-FFLICT??? OR DISCLOS??? OR DIVULG???) OR CONFIDENTIAL??? OR CO-NFIDENTIALITY OR SECRET OR SECRECY
S8	60357	(DIGITAL OR DIGITALLY)()(SIGN OR SIGNED OR SIGNATURE? ? OR CERTIFICAT? OR IDS OR ID OR IDENTITY)
S9	119897	S1(3N)S2
S10	204611	S3(S)S4(S)S5
S11	936	S9 AND S10
S12	179095	S6(S)S7
S13	4658	S6(S)S8
S14	179	S12(S)S13
S15	0	S11 AND S14
S16	0	S9 AND S14
S17	0	S9 AND (S6(S)S7(S)S8)
S18	259	S9(S)(S12 OR S13)
S19	50	S18(2S)S4
S20	31	S19 NOT PY>2002
S21	26	RD (unique items)



21/3,K/1 (Item 1 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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06199953 Supplier Number: 54135514 (USE FORMAT 7 FOR FULLTEXT)  
VPNs: Carriers make the case for packetizing virtual private  
networks.(Industry Trend or Event)  
Telephony, pNA  
Jan 25, 1999  
Language: English Record Type: Fulltext  
Document Type: Magazine/Journal; Trade  
Word Count: 2532

(USE FORMAT 7 FOR FULLTEXT)

TEXT:

...security protocol for tunneling, authentication and encryption. It then goes a step further by employing digital certificates, unique identifiers based on public keys and issued by certificate authorities (Figure 2). GTE will issue digital certificates through its CyberTrust affiliate. One problem: Digital certificates from different issuing authorities are not interoperable. VPN Advantage will ease that difficulty by offering...

...Again, to avoid technology freeze-up and to give varied customers a menu of security choices, AT&T is also looking at another lower-layer tunneling protocol called L2TP. After security...

...technology managers thinking about switching to an IP VPN. AT&T CERFnet's service level agreements (SLAs) are still in flux, but the company says it will offer both SLAs and...

...Dieckman. "They don't want to have to fax in an order to take out employees they've terminated; they want the administrator to be able to do that. We want that, too, ...whole new level. Dieckman thinks the first will be solved by informal consortia of carriers agreeing to interoperate transparently, as certain overseas airlines now do. However they can, providers will have...

21/3,K/2 (Item 2 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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04648390 Supplier Number: 46838422 (USE FORMAT 7 FOR FULLTEXT)  
Safeway averts labor crisis; brings in contractor pledged to honor  
Teamsters contract, retain workers, at huge Tracy distribution center.  
Business Wire, p10290349  
Oct 29, 1996  
Language: English Record Type: Fulltext  
Document Type: Newswire; Trade  
Word Count: 345

The selection of the British-based firm Tibbit & Britten Group averts a labor crisis at the warehouse...

...had expected to receive layoff notices before October 31. Teamsters Local 439 had made no secret of their plans to launch a massive publicity campaign and boycott of Safeway stores if the grocery chain had contracted with a non-union entity and laid off workers.

Local 439 president Bob Gamaza and Secretary-Treasurer Pat Miraglio said they had contacted Tibbit...

21/3,K/3 (Item 3 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)

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02934909 Supplier Number: 43967658  
**UPS Begins to Lay Off Workers; Union Says Move a Ploy in Talks**  
Journal of Commerce, p2B  
July 14, 1993  
Language: English Record Type: Abstract  
Document Type: Magazine/Journal; Academic Professional

ABSTRACT:

United Parcel Service has started **laying off** workers because some of its customers have begun turning to other carriers. Although the company will **not disclose** how many of its 160,000 workers will be **laid off**, it said that it had no **choice** but to lay workers off due to declining volume. However, labor union officials say that...

...layoffs are just a ploy by the company to pressure the labor unions during current **contract** negotiations. UPS' **contract** with the Teamsters Union will expire on 7/31/93. Labor union officials in N...

21/3,K/4 (Item 4 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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01880089 Supplier Number: 42387448  
**Construction giant makes exist**  
Anchorage Daily News (AK), pC1  
Sept 26, 1991  
Language: English Record Type: Abstract  
Document Type: Newspaper; Trade

ABSTRACT:

Morrison Knudsen (Boise, ID ) has closed its regional office in Anchorage, AK. According to spokeswoman Dede Ryan, the construction...

...the office furniture and show the place to prospective tenants. The company will still seek **contracts** in Alaska and a major job could prompt

a reopening of the regional office, said Ryan. She would **not disclose** if the shutdown of the Anchorage office resulted in job **layoffs** or how many **workers** had been offered transfers. Morrison Knudsen has had about a 50-yr history of work...

21/3,K/5 (Item 5 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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01739476 Supplier Number: 42175991  
**Layoff at Reimer & Koger blamed on loss of KPERS**  
The Kansas City Business Journal, p2  
June 27, 1991  
Language: English Record Type: Abstract  
Document Type: Magazine/Journal; Trade

ABSTRACT:

Reimer & Koger Assoc (Merriam, KS) has **laid off** 10 **employees** . Reportedly, the company's termination as an investment manager for the Kansas Public Employees Retirement System resulted in the **staff** reductions. The **layoffs** include managers who were involved in handling direct investments made for KPERS and also those...

...the latter part of 3/91 because of a legislative investigation into investments which were **identified** as problems. The fund anticipates

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losing approximately \$75 mil from those investments and has filed...

...According to Tom Van Dyke, an attorney representing Reimer & Koger, it is really not a **secret** that the direct placement individuals, once the important client ends its **agreement**, are seeking alternate employment. Additionally, Van Dyke, who is with the law firm Bryan Cave...

21/3,K/6 (Item 6 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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01359521 Supplier Number: 41610286  
Lost contract means 240 jobs cut  
The Business Journal Serving Charlotte and the Metropolitan Area, p1  
Oct 15, 1990  
Language: English Record Type: Abstract  
Document Type: Magazine/Journal; Trade

ABSTRACT:  
DMSI (Charlotte, NC) has laid off 240 employees after losing a retail distribution service contract with 4 Federated Department Stores/Allied Stores divs. DMSI continues to employ 300 in Charlotte...

...with a competitor and planned to expand, but those plans are now on hold. The layoffs, of hourly workers, closely followed the cancellation of the contract, terms of which were not disclosed. Reasons for contract cancellation were not revealed, but DMSI pres Mike Faucett said that it was not related to performance. DMSI's services include contract distribution and transportation services for retailers. Locally, the company consolidates retailers' merchandise orders, repacking them, putting on price tickets and identification for individual stores. The company then ships the goods to the store or the store's distribution center. Federated/Allied (Cincinnati, OH) VP-corporate communications Carol Sanger said that the contract with DMSI was expected to reduce costs, and improve processing and distribution times, but these...

21/3,K/7 (Item 1 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2007 The Gale Group. All rts. reserv.

0019978594 SUPPLIER NUMBER: 133279147 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
MD Port Authority searches for new ad agency.  
Daily Record (Baltimore, MD), NA  
June 21, 2001  
LANGUAGE: English RECORD TYPE: Fulltext  
WORD COUNT: 422 LINE COUNT: 00037

... up its Choice Hotels account valued between \$35 and \$40 million and, as a result, laid off 13 employees. <BR>According to the RFP, the port will hold a pre-bid conference June 29 for all interested agencies. Under the proposed contract the winning agency would be required to provide all services associated with advertising, promotion and ...

21/3,K/8 (Item 2 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2007 The Gale Group. All rts. reserv.

0019977451 SUPPLIER NUMBER: 133258029 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
Baltimore agency in running for \$15M advertising account.

Robert Finley

Daily Record (Baltimore, MD), NA  
March 28, 2001  
LANGUAGE: English      RECORD TYPE: Fulltext  
WORD COUNT: 693      LINE COUNT: 00057

... lost its Choice Hotels International Inc. account, valued at \$35 million and \$40 million, and laid off 13 employees . <p>The firm then went after the \$20 million Phoenix-based Best Western International account ...

...were not financially wounded, said Cullen. The Best Western business we never had and the Choice piece has equal parts good and bad for the agency.<p>while the company lost the Choice business, Cullen said it would allow the agency to excel in new sectors.<p>The...

...officials will interview candidates to staff the office in early April.<p>Related to the Choice loss, Gray, Kirk now is suing its former client, Choice Hotels, for more than \$1.3 million in damages, claiming Choice defaulted on a written agreement to pay the agency \$322,295 to remove itself from the review process last year...

...the hotel franchise signed a deal that would remove Gray, Kirk from the review if Choice would pay the agency for media buys and related work for the account through March...

...was filed as an exhibit in court documents.<p>Gray, Kirk also alleges that having Choice as a client necessitated acquiring larger office space and expanding its staff, expenses it could not absorb after losing the Choice account, its largest since 1981. <p>Lockheed Martin, which is based in Bethesda, reported 2000...

21/3,K/9      (Item 3 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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0019714579      SUPPLIER NUMBER: 53413255      (USE FORMAT 7 OR 9 FOR FULL TEXT)

UN: Internal Oversight Office recs should be implemented only when Gen Assy so decides.

M2 Presswire, NA  
Nov 17, 1998

LANGUAGE: English      RECORD TYPE: Fulltext  
WORD COUNT: 10125      LINE COUNT: 00836

TEXT:

...been recovered. In all three cases, the frauds were perpetrated by staff members, and the staff had been terminated . UNRWA's total income for the 1996-1997 biennium was about \$633.8 million, and...

...that: practices generally accorded with United Nations Accounting Standards, except in certain income items and disclosure of non-expendable property; steps had been taken to encourage implementing partners to provide audit certificates for funds advanced; delays in signing agreements and account maintenance deficiencies with implementing partners persist; policy concerns on refugee women were not...  
...had not been able to implement the UNHCR's asset tracking system; and that an agreement between the UNHCR and the Office of Internal Oversight Services was at an early stage...

...with 15 months at 31 December 1995. The Board also found that: UNEP signed an agreement with the European Space Agency on behalf of the United Nations in November 1994, despite...

...should review all unpaid pledges and make provisions where collection is

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doubtful; it should consider recognizing pledges as income only when funds are received; it should continue efforts to ensure audit...

...premises performance indicators to allow comparisons; only 21 governments supplied free premises, and host country agreements did not require such free premises; and the ratio of headquarters to field staff had...

...should be reminded of the importance of receipt and inspection reports; and the Office should identify the shortcomings of its financial reports, and address them and decide on the frequency and...

21/3,K/10 (Item 4 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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13398326 SUPPLIER NUMBER: 71065990 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
The Legal Ramifications of Performance Appraisal: The Growing Significance.  
Martin, David C.; Bartol, Kathryn M.; Kehoe, Patrick E.  
Public Personnel Management, 29, 3, 381  
Fall, 2000  
ISSN: 0091-0260 LANGUAGE: English RECORD TYPE: Fulltext  
WORD COUNT: 14360 LINE COUNT: 01164

... of the company, however, to give at least two weeks' notice of its intention to terminate an employee's employment under normal circumstances. And, that an employee will likewise have the right to...

21/3,K/11 (Item 5 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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11593339 SUPPLIER NUMBER: 56057260 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
The restrictive practices of capital: employer commercial opportunism,  
labour militancy and economic performance in the engineering construction  
industry, 1960-80.  
Korczynski, Marek  
Business History, 41, 3, 134(2)  
July, 1999  
ISSN: 0007-6791 LANGUAGE: English RECORD TYPE: Fulltext  
WORD COUNT: 12251 LINE COUNT: 01028

... involvement of the management contractor which could later be used as a basis for a contract revision.(80)

Further, contractors used the existence of militancy to press the case for reimbursable contracts. The director of an employer association, in evidence to the 1981 House of Commons Select Committee, used the existence of widespread industrial unrest on sites to justify his argument that...

...on the Isle of Grain project. In the evidence to the 1981 House of Commons Select Committee it is argued that lagging contractors come on site last and are under great...

21/3,K/12 (Item 6 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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11298342 SUPPLIER NUMBER: 55521690 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
SUPERMARKETS.  
Chain Store Age Executive with Shopping Center Age, 75, 8, 26  
August, 1999

Robert Finley

ISSN: 0193-1199      LANGUAGE: English      RECORD TYPE: Fulltext  
WORD COUNT: 675      LINE COUNT: 00054

TEXT:

...division to two private equity firms. McLane's will change its name to MarketFare Foods. ... Recognizing that fulfillment is the key to Internet sales, Webvan Group has signed a \$1 billion...

...a distribution network in 26 markets across the country. Webvan, based in Foster City, Calif., contracted with Bechtel, an engineering and construction company based in San Francisco, to renovate existing warehouses...

21/3,K/13      (Item 7 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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10488128      SUPPLIER NUMBER: 21168952      (USE FORMAT 7 OR 9 FOR FULL TEXT)

New IRS Ruling On 457(1) Plans.

Goldstein, Michael G.; Drennan, William A.

National Underwriter Life & Health-Financial Services Edition, v102, n38, p11(1)

Sept 21, 1998

ISSN: 0893-8202      LANGUAGE: English      RECORD TYPE: Fulltext

WORD COUNT: 1423      LINE COUNT: 00113

TEXT:

...employee will only forfeit his or her benefits if he or she violates a covenant not to compete. (See Treasury Regulation Section 1.83-3(c)(4)(Ex. 5).) In the Treasury's...

...can have a strong incentive to work at another hospital. More important, it should be recognized that an employee under the plan in PLR 9815039 will have to be willing...

...a result of a plan amendment, the employee's "restricted shares will vest if (the employee's) employment terminates for any reason other than voluntary resignation prior to retirement or termination by the company for cause. In addition, the employee's employment agreement provided that the company would not terminate the employee's employment without cause. The IRS concluded that the restricted stock was subject to a ...

21/3,K/14      (Item 8 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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09914266      SUPPLIER NUMBER: 17598986      (USE FORMAT 7 OR 9 FOR FULL TEXT)

Changes in public employment and the provision of public services: the implications for labor law.

Morris, Gillian S.

Industrial Relations Journal, v26, n3, p230(8)

Sep, 1995

ISSN: 0019-8692      LANGUAGE: English      RECORD TYPE: Fulltext; Abstract

WORD COUNT: 5814      LINE COUNT: 00472

... Restrictions on alternative employment, for example, may require special provisions relating to job security or termination payments. Workers who are subject to restrictive confidentiality clauses require safeguards against criminal and civil liability and victimisation in their employment if they...

21/3,K/15 (Item 9 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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09211904 SUPPLIER NUMBER: 18976339 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
To protect trade secrets, treat them as such.(Column)  
Wegener, Richard J.  
Nation's Restaurant News, v30, n49, p24(1)  
Dec 16, 1996  
DOCUMENT TYPE: Column ISSN: 0028-0518 LANGUAGE: English  
RECORD TYPE: Fulltext; Abstract  
WORD COUNT: 936 LINE COUNT: 00078

... induce an employee to divulge the trade secrets of former employers. 7) Review policies at termination time. Departing employees should be reminded both orally and in writing of their obligations to keep in confidence trade secrets of the company. They should be reminded that said obligation does not end when they leave the company but continues on. They should be required...

21/3,K/16 (Item 10 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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07290659 SUPPLIER NUMBER: 15536535 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
HR takes steps to protect trade secrets. (includes related article)  
Murray, Kathleen  
Personnel Journal, v73, n6, p98(10)  
June, 1994  
ISSN: 0031-5745 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT  
WORD COUNT: 6129 LINE COUNT: 00478

... secrets. The same thing can be done with severance agreements in the event of a layoff. If an employee doesn't comply, he or she risks forfeiting his or her benefits. Stock-option plans...Compensation need not be based solely on output. HR might set up bonus plans to recognize the fact that someone came up with 10 new ideas. Or the company might provide ...

21/3,K/17 (Item 11 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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06806493 SUPPLIER NUMBER: 15237008 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
Employment noncompetition agreements: an update. (Symposium: workplace Issues)  
Walter, Robert J.  
Review of Business, v15, n2, p9(4)  
Winter, 1993  
ISSN: 0034-6454 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT  
WORD COUNT: 3408 LINE COUNT: 00279

... for two years. Most noncompetition agreements begin the time period of the restriction with the employee's termination of employment. For smaller firms the territory restriction of a noncompetition agreement will commonly be the area from which the employer draws its customers. In the second...

...to compete in states where he had never worked would jeopardize any employer trade secrets, confidential information or goodwill |7

Impact on Employees and the Public  
Just as an agreement's...

21/3,K/18 (Item 12 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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06175983 SUPPLIER NUMBER: 12939713 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
Keeping the lid on secrets. (protecting trade secrets)  
Ewing, Lance J.  
Risk Management, v39, n11, p18(6)  
Nov, 1992  
ISSN: 0035-5593 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT  
WORD COUNT: 2968 LINE COUNT: 00240

... employee is terminated, company policy should dictate that the employee sign a written non-compete agreement, which prevents the employee from taking company secrets to a new employer. Concerning disgruntled employees...

...the loss of sensitive information or trade secrets. To this end, the company should - 1. Identify the job positions within the organization that are involved with sensitive information or materials. When...

...screen all applicants and scrutinize them for honesty, motivation and the ability to authoritatively handle confidential information.

2. Institute a standard, companywide policy declaration on trade secrets and confidential materials. This...

21/3,K/19 (Item 13 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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05491724 SUPPLIER NUMBER: 11367864 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
Tsongas' political platform means business. (Paul E. Tsongas; includes related profile of Paul E. Tsongas) (interview)  
Reynolds, Larry  
Management Review, v80, n10, p34(4)  
Oct, 1991  
DOCUMENT TYPE: interview ISSN: 0025-1895 LANGUAGE: ENGLISH  
RECORD TYPE: FULLTEXT  
WORD COUNT: 2609 LINE COUNT: 00197

... goal of paying both the highest wages in the world and creating the biggest trade surplus. I feel worker training is critical to achieving that goal.

Q. In the past, you've said that...

21/3,K/20 (Item 14 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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05432955 SUPPLIER NUMBER: 11168848 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
Non-competition pacts can protect employers.  
Snyder, E. Kenneth.  
Implement & Tractor, v106, n7, p13(3)  
August, 1991  
ISSN: 0019-2953 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT  
WORD COUNT: 1805 LINE COUNT: 00146

... drafted only to protect the employer's actual business interests at the time of the employee's termination. An employer who has 2 percent of the wholesale dry-cleaning supplies business in New...



21/3,K/21 (Item 15 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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05113869 SUPPLIER NUMBER: 10346819 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
State labor legislation enacted in 1990. (includes a state by state list of  
new legislation)  
Nelson, Richard R.  
Monthly Labor Review, v114, n1, p41(16)  
Jan, 1991  
CODEN: MLARA ISSN: 0098-1818 LANGUAGE: ENGLISH RECORD TYPE:  
FULLTEXT  
WORD COUNT: 21676 LINE COUNT: 01774

... employee to enter into an agreement that, for up to a 2-year period  
after termination of employment, the employee will not engage in work  
relating to any computer program that directly competes with a  
confidential computer program owned, licensed, or marketed by the  
employer.

Maine  
Wages. The wage payment and...

21/3,K/22 (Item 16 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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03610540 SUPPLIER NUMBER: 07128521  
Negotiating and drafting a separation agreement.  
Brown, Barbara Berish  
Employment Relations Today, v15, n3, p219(4)  
Aut, 1988  
ISSN: 0745-7790 LANGUAGE: ENGLISH RECORD TYPE: ABSTRACT

...ABSTRACT: employee's termination, and should tailor a severance package  
accordingly, as early as possible. Severance agreements should be in  
writing and should clearly specify such information as what rights are  
being waived in return for enhanced benefits, a disclaimer of any admission  
of employer liability, a confidentiality clause, and provisions regarding  
the consequences of breaching the agreement .

21/3,K/23 (Item 1 from file: 160)  
DIALOG(R)File 160:Gale Group PROMT(R)  
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01763047  
GM proposes cutting pay at 'noncompetitive' plants  
Detroit News (MI) August 29, 1987 p. A;1

... for 366,000 UAW members, and wants to cut pay at noncompetitive  
plants in its second contract proposal to the union. The company has  
proposed freezing cost-of-living adjustments for US components workers, but  
would provide 3 lump-sum payments during the 3-yr contract . The average  
payment would be worth some \$675, based on job classifications and worth  
some...

... D Ephlin called the GM proposal unrealistic in the scale of the  
takeaways. GM's contract expires on 9/14/87, and the latest contract  
proposal was made only 3 days before the union meets to select a strike  
target. Specific contract details were not disclosed either by the  
company or by the union. GM is struggling to become competitive again...

... and job security be tied to its quality-productivity program at

individual plants. The new contract proposal also includes provisions to encourage more hourly workers to take voluntary terminations, to cut overtime where possible, to adopt Ford Motor's profit-sharing formula, and to increase basic pension benefits. This proposed contract would increase GM's wage and benefits costs to \$19.1 bil/yr, from \$18...

21/3,K/24 (Item 1 from file: 636)  
DIALOG(R)File 636:Gale Group Newsletter DB(TM)  
(c) 2007 The Gale Group. All rts. reserv.

03981748 Supplier Number: 53045337 (USE FORMAT 7 FOR FULLTEXT)  
MANAGED CARE BRIEFS.  
Managed Care Week, v8, n32, pNA  
Sept 14, 1998  
Language: English Record Type: Fulltext  
Document Type: Newsletter; Trade  
Word Count: 667

United HealthCare Corp. has begun laying off 1,200 workers " the first wave of about 4,000 layoffs over the next two years."United completed...

...a Corpus Christi-based plan with over 38,000 members. Terms of the deal were not disclosed. Fremont General Corp. announced early closing of an agreement to buy UNICARE Specialty Services, Inc., a workers' compensation subsidiary of WellPoint Health Networks, Inc...

...Plan of Pennsylvania, Kaiser Permanente of California and Blue Cross Blue Shield of Massachusetts were recognized for exemplary breast cancer programs by the American Assn. of Health Plans."AAHP is a...

21/3,K/25 (Item 2 from file: 636)  
DIALOG(R)File 636:Gale Group Newsletter DB(TM)  
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02966831 Supplier Number: 46042264 (USE FORMAT 7 FOR FULLTEXT)  
SIDEWIRE...  
Telecomworldwire, pN/A  
Jan 3, 1996  
Language: English Record Type: Fulltext  
Document Type: Newsletter; Trade  
Word Count: 1510

... into the UK has been cut from 14% to 7% and in a number of selected cases even further discounted tariffs are on offer... In the Marketing Week The Best' awards...

...speeding, failing to buy a TV licence or even ensuring that a dog wears an ID tag... Thieves recently SHOT a Coventry, UK girl in the leg by a thug who...

...33% stake in any venture and existing ventures will be restricted to their existing share agreements; generally the EUROPEAN UNION has urged member countries of the Association of Southeast Asian Nations...

...was unpaid while he was in Dayton negotiating a peace settlement but the telephone company employee who ordered the termination was fined 10% of her monthly pay as she failed to notice that the phone...

...the UK government's Ministry of Defence computing and telecomms system after it faxed a confidential memo about the bid to the wrong fax number -- which is more hurting as the bid promises that it can protect the transmission of confidential data... CIT RESEARCH says that 50% of

Robert Finley

British telecomms managers do not compare the tariffs...software and also awarded gifts to 50 other contestants in its "Bugs Bounty" program for identifying non-security problems...TELNOR, the Norwegian telco, has blocked cellular dialling to nine countries in...

...2001 to put a computer at each student's desk to ensure that an unfair competitive gap does not develop between students who have access to computers and those who do not... Newsweek notes...

21/3,K/26 (Item 3 from file: 636)  
DIALOG(R)File 636:Gale Group Newsletter DB(TM)  
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01066963 Supplier Number: 40642451 (USE FORMAT 7 FOR FULLTEXT)  
PROTECT YOUR TRADE SECRETS - NOW  
Inside R&D, v18, n2, pN/A  
Jan 11, 1989  
Language: English Record Type: Fulltext  
Document Type: Magazine/Journal; Trade  
Word Count: 1112

... When employees resign or are terminated, conduct an exit interview and remind them of any confidentiality agreements in force.  
Exit Interview Stops Trouble  
Exit interviews are a key step. Have employees return...

...the sensitive information. Specific items of confidential information with which the employee worked should be identified. Employees should be asked where they intend to work and what duties will be assigned...

File 20:Dialog Global Reporter 1997-2007/Jun 06  
(c) 2007 Dialog

Set	Items	Description
S1	1102532	LAYOFF OR LAYOFFS OR LAIDOFF OR (LAY OR LAYING OR LAID)()(-OFF OR OFFS) OR DOWNSIZE??? OR DOWN()(SIZE? ? OR SIZING? ?) OR SURPLUS?? OR RIF OR REDUCTION? ?(2N)FORCE OR FURLOUGH OR PAR-E()DOWN OR TERMINATE? ? OR TERMINATION? ? OR REDUNDAN??
S2	11781872	EMPLOYEE? ? OR EMPLOY OR WORKER? ? OR PERSONNEL OR LABORER? ? LABOURER? ? OR STAFF OR STAFFER? ? OR STAFFING OR CONTRACT-OR? ? OR WORKM?N OR PROFESSIONAL? ? OR TECHNICIAN? ?
S3	9893864	TRACK??? OR MONITOR??? OR CAPTUR??? OR LOG OR LOGS OR LOGG-ING OR RECORD??? OR DOCUMENT???
S4	7800891	CHOICE? ? OR CHOSE? ? CHOOS??? OR SELECT??? OR SPECIFY??? -OR SPECIFIE? ? OR DESIGNAT??? OR DISTINGUISH??? OR IDENTIFY??? OR IDENTIFIE? ? OR ID OR IDENTIFICATION OR RECOGNI?
S5	13711934	INTERACTION? ? OR TRANSACTION? ? OR EXCHANG??? OR OCCURREN-CE? ? OR EVENT? ? OR ACTIVIT???
S6	7159988	CONTRACT OR CONTRACTED OR CONTRACTS OR AGREEMENT OR AGREEM-ENTS OR AGREEING OR OBLIGATION OR OBLIGATIONS OR OBLIGATORY
S7	1204794	(NON OR "NOT" OR "NO")(2N)(COMPET??? OR COMPETITI?? OR CON-FLICT??? OR DISCLOS??? OR DIVULG???) OR CONFIDENTIAL??? OR CO-NFIDENTIALITY OR SECRET OR SECRECY
S8	23400	(DIGITAL OR DIGITALLY)()(SIGN OR SIGNED OR SIGNATURE? ? OR CERTIFICAT? OR IDS OR ID OR IDENTITY)
S9	107075	S1(3N)S2
S10	249902	S3(S)S4(S)S5
S11	1494	S9 AND S10
S12	116485	S6(S)S7
S13	2242	S6(S)S8
S14	133	S12(S)S13
S15	0	S11 AND S14
S16	0	S9 AND S14
S17	0	S9(S)(S6(S)S7(S)S8)
S18	300	S9(2S)(S12 OR S13)
S19	104	S18(2S)S4
S20	8	S19 NOT PY>2002

20/3,K/1

DIALOG(R)File 20:Dialog Global Reporter  
(c) 2007 Dialog. All rts. reserv.

26603308

**TN Transport Reforms Could Sink Corpns Faster**

FINANCIAL EXPRESS

December 15, 2002

JOURNAL CODE: WFEX LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 644

... precious little to reduce its staff so far forces one to fear a scenario where surplus staff will continue to stay. As on date, the establishment cost amounts to Rs 1,500...

20/3,K/2

DIALOG(R)File 20:Dialog Global Reporter  
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23955812 (USE FORMAT 7 OR 9 FOR FULLTEXT)

**Stocks Continue to Rebound in Extended Hours**

PR NEWswire (US)

June 26, 2002

JOURNAL CODE: WPRU LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 682

... John Standley, who was promoted to chief administrative officer. \*  
The five most active stocks on selected ECNs at about 5:30 PM EDT:  
Island ECN Company Price Volume Nasdaq 100 Trust...

20/3,K/3

DIALOG(R)File 20:Dialog Global Reporter  
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23194896

**Lockheed to Scrap Hard-won, Costly Telecom Business**

Greg Schneider and Yuki Noguchi

NEWSBYTES

December 08, 2001

JOURNAL CODE: FNEW LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 991

...to pull the plug now because the investments that would be required to keep LMGT competitive "were not warranted based on the returns," he said. Lockheed Martin will take a restructuring charge of...

20/3,K/4

DIALOG(R)File 20:Dialog Global Reporter  
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19631113 (USE FORMAT 7 OR 9 FOR FULLTEXT)

**The dilemma of intellectual property: Technology firms' R&D vulnerable during layoffs**

JILL VARDY

FINANCIAL POST, p10

November 02, 2001

JOURNAL CODE: FFP LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 681

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... programs and, like almost every other technology company in Ottawa,

Robert Finley

it has been forced to lay off workers .

The firm trimmed 10% of its 2,900 staff last May, including some of its...

20/3,K/5

DIALOG(R)File 20:Dialog Global Reporter

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14708828

BestDay News Summary, Jan. 18, 2000

BESTWIRE

January 18, 2001

JOURNAL CODE: WBSW LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 1125

... operations by acquiring a substantial interest in Mercuries Life Insurance Co. of Taiwan. Terms were not disclosed .  
<http://www4.ambest.com/BestDayNews/LoadStory.asp?BSN=36412> RATING ACTION  
Free Article: A.M...Lincoln National Corp., discusses the company's focus on wealth accumulation. -- Full ratings update, plus selected rationales.  
To access current issue: <http://www.bestweek.com> =====  
===== RECENT RATING ACTIONS =====  
== Assigned: British Fidelity...

20/3,K/6

DIALOG(R)File 20:Dialog Global Reporter

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11906996 (USE FORMAT 7 OR 9 FOR FULLTEXT)

City Holding Company Announces Formal Agreement With Comptroller of Currency

PR NEWSWIRE

July 12, 2000

JOURNAL CODE: WPRW LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 725

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... 1.55 million, or \$0.09 per share, associated with the termination and non-competition agreements signed with Steven J. Day, Bernard C. McGinnis and Thomas L. McGinnis. The terms of...

...shareholders for the 2000 annual meeting.

As announced May 30, 2000, the Company expects to recognize a pre-tax charge of \$1.10 million (\$767,000 after-tax or \$0.05...

20/3,K/7

DIALOG(R)File 20:Dialog Global Reporter

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10738329 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Cabinet buys guns from Czech company

SECTION TITLE: Business

František Bouček

PRAGUE POST

April 26, 2000

JOURNAL CODE: WTPP LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 822

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... in September was a key factor in Grulich's last-minute decision.

Robert Finley

"It's no secret that some bigger disturbances during the IMF summit are to be expected, and the police...

...about 90 percent of the guns used by local policemen were not safe.

The report specified incidents in which pistols fired on their own, even while holstered, and had injured several...

... current version of the pistol has been modified and is now up to the standards specified in its contract with the government. Kriz said that experts from the Ministry of Defense...

20/3,K/8

DIALOG(R)File 20:Dialog Global Reporter

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08574598

Telefonica's labour force adjustment plan will cost the government Pta185bn over 13 years (El plan de regulacion de empleo de Telefonica costara al Estado 185.000 millones en 13 anos)

EL PAIS, p71

December 06, 1999

JOURNAL CODE: WELP LANGUAGE: Spanish RECORD TYPE: ABSTRACT

WORD COUNT: 238

... this manner. The setting of an age of over 52 as a criteria for selecting workers for redundancy is regarded as discriminatory. According to the UGT, CC OO and UTS unions, 10,849...

File 2:INSPEC 1898-2007/May W4  
 (c) 2007 Institution of Electrical Engineers  
 File 35:Dissertation Abs Online 1861-2007/May  
 (c) 2007 ProQuest Info&Learning  
 File 65:Inside Conferences 1993-2007/Jun 06  
 (c) 2007 BLDSC all rts. reserv.  
 File 99:Wilson Appl. Sci & Tech Abs 1983-2007/May  
 (c) 2007 The HW wilson Co.  
 File 256:TecInfoSource 82-2007/Oct  
 (c) 2007 Info.Sources Inc  
 File 474:New York Times Abs 1969-2007/Jun 06  
 (c) 2007 The New York Times  
 File 475:Wall Street Journal Abs 1973-2007/Jun 06  
 (c) 2007 The New York Times  
 File 583:Gale Group Globalbase(TM) 1986-2002/Dec 13  
 (c) 2002 The Gale Group

Set	Items	Description
S1	191410	LAYOFF OR LAYOFFS OR LAIDOFF OR (LAY OR LAYING OR LAID)()(-OFF OR OFFS) OR DOWNSIZE??? OR DOWN()(SIZE? ? OR SIZING? ?) OR SURPLUS?? OR RIF OR REDUCTION? ?(2N)FORCE OR FURLOUGH OR PAR-E()DOWN OR TERMINATE? ? OR TERMINATION? ? OR REDUNDAN??
S2	767705	EMPLOYEE? ? OR EMPLOY OR WORKER? ? OR PERSONNEL OR LABORER? ? LABOURER? ? OR STAFF OR STAFFER? ? OR STAFFING OR CONTRACT-OR? ? OR WORKM?N OR PROFESSIONAL? ? OR TECHNICIAN? ?
S3	1548372	TRACK??? OR MONITOR??? OR CAPTUR??? OR LOG OR LOGS OR LOGG-ING OR RECORD??? OR DOCUMENT???
S4	2222482	CHOICE? ? OR CHOSE? ? CHOOS??? OR SELECT??? OR SPECIFY??? -OR SPECIFIE? ? OR DESIGNAT??? OR DISTINGUISH??? OR IDENTIFY??? OR IDENTIFIE? ? OR ID OR IDENTIFICATION OR RECOGNI?
S5	2592118	INTERACTION? ? OR TRANSACTION? ? OR EXCHANG??? OR OCCURREN-CE? ? OR EVENT? ? OR ACTIVIT???
S6	1030067	CONTRACT OR CONTRACTED OR CONTRACTS OR AGREEMENT OR AGREEM-ENTS OR AGREEING OR OBLIGATION OR OBLIGATIONS OR OBLIGATORY
S7	70676	(NON OR "NOT" OR "NO")(2N)(COMPET??? OR COMPETITI?? OR CON-FFLICT??? OR DISCLOS??? OR DIVULG???) OR CONFIDENTIAL??? OR CO-NFIDENTIALITY OR SECRET OR SECRECY
S8	5501	(DIGITAL OR DIGITALLY)()(SIGN OR SIGNED OR SIGNATURE? ? OR CERTIFICAT? OR IDS OR ID OR IDENTITY)
S9	14154	S1(3N)S2
S10	31108	S3(S)S4(S)S5
S11	4	S9 AND S10
S12	5390	S6(S)S7
S13	205	S6(S)S8
S14	36	S12(S)S13
S15	0	S11 AND S14
S16	0	S9 AND S14
S17	11	S9 AND S6 AND (S7 OR S8)
S18	10	S17 NOT PY>2002



Robert Finley

18/3,K/1 (Item 1 from file: 35)  
DIALOG(R)File 35:Dissertation Abs Online  
(c) 2007 ProQuest Info&Learning. All rts. reserv.

01805903 ORDER NO: AADAA-I9936189

Essays on the changing labor market: Computerization, inequality, and the development of the contingent work force

Author: Autor, David Harold

Degree: Ph.D.

Year: 1999

Corporate Source/Institution: Harvard University (0084)

Source: VOLUME 60/07-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 2617: 232 PAGES

ISBN: 0-599-37331-8

...Temporary Help Supply (THS) agencies by exploring a unique industry practice: offering nominally free, non- contracted training in general, portable skills-particularly computer skills-to temporary help workers, seemingly in defiance of the competitive model of training. Drawing on a confidential Bureau of Labor Statistics industry survey, the essay presents theory and evidence suggesting that in...

...erosion of the common law doctrine of employment at will that permitted employers unlimited discretion to terminate workers has contributed to the growth of THS by generating increasing demand for screening and arms... doctrine, the empirical analysis demonstrates that adoption of one class of exception, the 'implied contract' exception, has had a sizable and robust impact on THS employment, resulting in an...

18/3,K/2 (Item 2 from file: 35)  
DIALOG(R)File 35:Dissertation Abs Online  
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772194 ORDER NO: NOT AVAILABLE FROM UNIVERSITY MICROFILMS INT'L.

THE EMERGENCE OF CONTROLLED IMMIGRATION IN FRANCE

Author: DE ALENCAR E SILVA NETO, JOSE ALMINO

Degree: PH.D.

Year: 1981

Corporate Source/Institution: THE UNIVERSITY OF CHICAGO (0330)

Source: VOLUME 42/10-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 4612.

...Gradually, then, the government intervened in the labor market to protect those employers who were not competing terribly successfully by punishing firms that hired foreign workers before the termination of their contracts and by forbidding foreign workers from moving freely between economic sectors. Although it is difficult...

18/3,K/3 (Item 1 from file: 474)  
DIALOG(R)File 474:New York Times Abs  
(c) 2007 The New York Times. All rts. reserv.

01152162 NYT Sequence Number: 037843820226

(General Motors Corp says it will permanently close four auto parts plants in next two years because they are not cost- competitive . Move will put 9,620 employees on indefinite layoff . Four plants, part of GM's Fisher Body division, include one in Trenton (NJ) with 3,615 employees, Detroit Fort St plant with 2,900 employees, Cleveland Coit Road plant with 2,810 employees, and Plant No 37 in Detroit. GM vice pres Alfred Warren, however, says GM might be willing to negotiate keeping some, but not all, plants open if United Auto Workers union comes back to bargaining table before its contract with GM expires in Sept '82 (S).)

CHAVEZ, LYDIA

Robert Finley

New York Times, Col. 6, Pg. 1, Sec. 4  
Friday February 26 1982

...it will permanently close four auto parts plants in next two years because they are not cost-competitive. Move will put 9,620 employees on indefinite layoff. Four plants, part of GM's Fisher Body division, include one in Trenton (NJ) with...

...all, plants open if United Auto Workers union comes back to bargaining table before its contract with GM expires in Sept '82 (S.)

DESCRIPTORS: LABOR; FACTORIES AND INDUSTRIAL PLANTS; LAYOFFS (LABOR); AUTOMOBILES; SPARE AND COMPONENT; SHUTDOWNS (INSTITUTIONAL); CONTRACTS (LABOR)

18/3,K/4 (Item 2 from file: 474)

DIALOG(R)File 474:New York Times Abs  
(c) 2007 The New York Times. All rts. reserv.

00775054 NYT Sequence Number: 045832770701

(Confidential NYC Bd of Educ rept discloses that savings envisioned in abrupt '75 suspension of 12 NYC school projects have not been realized and anticipated \$90 million savings have evaporated. Projects listed. Rept finds econ consequences of stoppage, recommended by Emergency Financial Control Bd, include: 3 of suspended projects could have been completed at expense not significantly greater than original cost to city of securing sites and paying subsequent contractors' claims for 'illegal terminations'. 4 of schools halted will never be opened, resulting in \$14.5 Million loss for abandoned or razed bldgs. Resumption of construction will cost millions more than projected because of vandalism, haphazard storage of materials and 16% rise in construction costs since '75. State Sup Ct decision granting contractors damages in addition to termination claims will cost city \$8.5 Million, and may result in additional layoffs of city employees (M).)

BLUM, HOWARD

New York Times, Col. 1, Pg. 1  
Friday July 1 1977

(Confidential NYC Bd of Educ rept discloses that savings envisioned in abrupt '75 suspension of 12...

...expense not significantly greater than original cost to city of securing sites and paying subsequent contractors' claims for 'illegal terminations'. 4 of schools halted will never be opened, resulting in \$14.5 Million loss for...

...addition to termination claims will cost city \$8.5 Million, and may result in additional layoffs of city employees (M).)

DESCRIPTORS: BUILDING; BUILDINGS; CONTRACTS AND OTHER SALES AGREEMENTS ; EDUCATION AND SCHOOLS; FINANCES; GOVERNMENT EMPLOYEES AND OFFICIALS; GOVERNMENT EXPENDITURES; LAYOFFS (LABOR); SETTLEMENT OF CLAIMS...

18/3,K/5 (Item 3 from file: 474)

DIALOG(R)File 474:New York Times Abs  
(c) 2007 The New York Times. All rts. reserv.

00695944 NYT Sequence Number: 056780760221

(NYC Educ Bd, acting on new advice from City Hall, will give 25,500 city teachers salary step-ups they are eligible for on Mar 1, even though bd and teachers union have not yet reached agreement on city-mandated deferral of pay raises. PEA dir David Seeley charges in lr to Mayor Beame that payment of step-ups without deferral agreement is illegal and calls for moratorium on allegedly secret negotiations underway to permit city and school system to grant salary and pension increases at

Robert Finley

time when new reductions in staff and services are threatened for '77 (M).)

BUDER, LEONARD.

New York Times, Col. 5, Pg. 29  
Saturday February 21 1976

...eligible for on Mar 1, even though bd and teachers union have not yet reached agreement on city-mandated deferral of pay raises. PEA dir David Seeley charges in lr to Mayor Beame that payment of step-ups without deferral agreement is illegal and calls for moratorium on allegedly secret negotiations underway to permit city and school system to grant salary and pension increases at...

DESCRIPTORS: EDUCATION AND SCHOOLS; GOVERNMENT EMPLOYEES AND OFFICIALS; LAYOFFS (LABOR); PENSIONS AND RETIREMENT; TEACHERS AND SCHOOL EMPLOYEES; WAGES AND SALARIES

18/3,K/6 (Item 1 from file: 475)  
DIALOG(R)File 475:Wall Street Journal Abs  
(c) 2007 The New York Times. All rts. reserv.

06270010

MORE FIRMS RESTRICT DEPARTING WORKERS

WADMAN, MEREDITH K

Wall Street Journal, Col. 3, Pg. 1, Sec. B  
Friday June 26 1992

ABSTRACT:

Companies say they need non - compete agreements now that growing numbers of acquisitions, bankruptcies, mergers and layoffs regularly set loose employees with access to trade secrets and other sensitive information; in some cases, agreements --which can last for up to five years--ban workers from defecting to local competitors; labor lawyers say courts look carefully at agreements because they can keep person from engaging in his or her livelihood (M)

18/3,K/7 (Item 1 from file: 583)  
DIALOG(R)File 583:Gale Group Globalbase(TM)  
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09584157.

Bananera negocia concession de finca

PANAMA: PAFCO TO LEASE BANANA PLANTATIONS  
La Prensa (Panama) (AXC) 21 Aug 2001 Online  
Language: SPANISH

... employees of the Mega 4 are claiming to be the first option for a leasing contract and therefore are disputing with Pafco. The problems began when Pafco requested authorization to lay off 554 workers from this plantation. After the permit was denied, the company relocated all these workers to...

... According to Pafco, the labour union are fighting the wrong battle, which should be against competition and not against their employer. \*

18/3,K/8 (Item 2 from file: 583)  
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06653276

Laid - off auto workers demand B34m pensions  
THAILAND: PENSION DEMAND OF SIAM PARTS WORKERS

Bangkok Post (XBN) 07 Jul 1998 P.2  
Language: ENGLISH

Laid - off auto workers demand B34m pensions

... did not pay the workers pension which they were being entitled to under their employment contract, 80 of the former workers rallied outside the Labour Ministry. The workers hoped that the...

... them in getting their pension payment. Siam Parts Engineering had retrenched its workers due to conflicts and not losses.

18/3,K/9 (Item 3 from file: 583)  
DIALOG(R)File 583:Gale Group Globalbase(TM)  
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04282089

ACCOUNTANCY PROFILED

UK/EUROPE - ACCOUNTANCY PROFILED

Independent (TI) 21 May 1991 p19-20

... has however confirmed that there had been some redundancies, mainly in SE England, but would not disclose an exact figure. The Big Six accountancy firms have laid off 1k employees during the current recession, but Price Waterhouse and Arthur Andersen claim they have not made...

... to harmonise accounting standards in the EEC, especially since member countries are currently negotiating bilateral agreements on these standards. The UK Foreign Office is currently running Know How Fund, which is...

18/3,K/10 (Item 4 from file: 583)  
DIALOG(R)File 583:Gale Group Globalbase(TM)  
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03584178

LEIGH INSTRUMENTS BUSINESS TO BE PURCHASED BY CVDS

CANADA - LEIGH INSTRUMENTS BUSINESS TO BE PURCHASED BY CVDS

Canadian Globe & Mail (CGM) 6 July 1990 pB4

... electronics firm making telecommunications and air traffic control systems. CVDS is looking to reach an agreement with the Dept of Supplies & Services covering outstanding federal govt work of Leigh. May 1990...

... indicated that it will cost Leigh Cdlr42.4 mil to finish a number of federal contracts, generating revenue of Cdlr21.8 mil. Leigh filed for bankruptcy on 12 April 1990 laying off 750 staff. Article assesses the acquisition for which a purchase price is not disclosed.